

**PROFESSIONAL RESUME OF  
JEFFREY W. JACOBS  
ARBITRATOR/MEDIATOR**

MEMBER OF THE NATIONAL ACADEMY OF ARBITRATORS

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**LABOR ARBITRATION AND MEDIATION PANELS:**

- Federal Mediation & Conciliation Service Labor Arbitration Panel, Region 3
- Federal Mediation & Conciliation Service Labor Arbitration Panel, Region 5,
- National Mediation Board
- State of Minnesota, Bureau of Mediation Services Labor Arbitration Panel,
- State of Wisconsin, Wisconsin Employee Relations Commission, WERC, Panel of Arbitrators
- State of Montana, Board of Personnel Appeals, BOPA arbitration panel
- State of Oregon, Employment Relations Board, ERB, arbitration panel
- State of Washington, PERC arbitration panel
- State of Nevada, panel of arbitrators, mediators and fact finders
- American Arbitration Association Labor Panel, AAA Employment Arbitration and Mediation Panel
- Permanent panels: NTEU and IRS; APWU and USPS; NALC and USPS; USPS AND NRLCA, USPS and NPMHU; State of Minnesota & Middle Management Association; State of Minnesota and MAPE; City of St. Paul, MN & AFSCME Council 5; UFCW #789 & American Foods Group; XCEL Energy & IBEW 160; ALPA & Compass Airlines; ALPA and Endeavor Airlines; SEIU Healthcare Minnesota & Allina Health Systems for both grievances & election issues; UTU and Union Pacific RR. Union Construction Crafts Workers Compensation Program, arbitrating & mediating Minnesota workers compensation claims.
- Contract Administrative Law Judge with the State of Minnesota Office of Administrative Hearings from 2010 to 2015. Adjudicated administrative matters and mediated both workers compensation cases and other administrative matters.

**PROFESSIONAL ASSOCIATIONS:**

- National Academy of Arbitrators
- Minn. State Bar Ass'n, Alternative Dispute Resolution Section

**LABOR AND EMPLOYMENT RELATED PUBLICATIONS AND SEMINARS**

- Montana BOPA conference 2008, 2012, 2014, 2018, 2019, past practice, discipline & discharge issues in labor arbitration, contract interpretation issues, evidence & advocacy techniques
- National Academy of Arbitrators Fall Education Conference 2014 – Social Media and Discipline Cases
- National Academy of Arbitrators – Grievance mediation in the airline industry – 2016
- “Statutory & Collective Bargaining Issues Affecting Workers Compensation,” MILE, June 1996.
- Public Sector Labor & Employment Law Institute, Discipline & Discharge Cases, Drug & Alcohol Offenses, MILE, October 1997, October 1999.
- Public Sector Labor & Employment Law Institute, MN CLE, 2005, 2006, 2007, 2008, 2009, 2012, 2013 and 2014 – Grievance arbitration issues, past practice, discipline & discharge issues, subcontracting, evidentiary issues & advocacy techniques
- Labor and Employment Law Certification preparation seminar – arbitration issues – 2012, 2013, 2014
- SPIDR Spring 1999 Conference, “Cutting Edge Issues in Labor Arbitration,” Minnesota SPIDR
- Labor Arbitration Institute, Minneapolis 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 2018 - Advanced Arbitration issues, contract interpretation, discipline & discharge, past practice, advocacy, evidentiary & credibility issues, insubordination, theft and other serious offenses, contract interpretation and past practice, off-duty misconduct issues,

- procedural objections issues, Evaluating your case – Settle or Arbitrate?
- Iowa PERB conference 2009; 2015 discipline and discharge issues; advocacy techniques that work
  - Wisconsin WERC, seminar, 2009, Interest arbitration issues
  - University of Kent at Chicago, interest arbitration issues in Minnesota, Iowa & Wisconsin, 2008.
  - University of Kent at Chicago – Fall 2010 Midwest National Academy of Arbitrators Conference – Do Arbitrators Really Use the 7 Tests of Discipline?
  - FMCS Annual Conference, Washington DC, June 2008, Evidence & Advocacy techniques
  - Labor Arbitration Institute, Cleveland, 2006, 2018, Advocacy Techniques; Past Practice, Discipline/Discharge issues
  - Labor Arbitration Institute, Chicago, Ill, 2005, 2007, 2010, 2018, past practice, contract interpretation issues, theft & dishonesty issues in terminations
  - Labor Arbitration Institute – Philadelphia 2018 – Advocacy training; computer misuse, defenses to discipline matters, Law enforcement issues in arbitration
  - Labor Arbitration Institute – Seattle 2018 – Marijuana issues
  - Labor Arbitration Institute, Miami FL, 2009, Insubordination
  - Labor Arbitration Institute, Baltimore, 2007, Past Practice, Job Performance issues
  - Labor Arbitration Institute, St. Louis, 2010, 2012; 2013, 2014, 2015 Procedural Due Process & Objections; Past Practice issues, Insubordination
  - Labor Arbitration institute – Los Angeles & Oakland CA – 2014, 2020 marijuana; Rules of Evidence
  - Labor Arbitration Institute Las Vegas, 2010, 2012, 2013, 2015, 2016, 2017, 2018. Topics covered: Procedural Objections & Issues in Arbitration, 12 Ways to Persuade an Arbitrator, Discipline for Job Performance issues, Management rights, Evaluating Your Case – Settle or Arbitrate, Computer Misuse and Social media issues in arbitration; defenses to discipline/discharge cases, Advocacy techniques
  - Labor Arbitration Institute – Berkeley, CA, 2011 - procedural issues in Arbitration, Off-duty misconduct, discipline for poor job performance
  - Greater Midwest Employment Law Seminar, MN CLE, May 2007, 2008, 2009, 2012, 2013, 2019 Advanced Discipline & Discharge issues, Advocacy that Works; Procedural arbitrability issues
  - NPELRA, conferences – San Diego 2011; Orlando FL. 2012; San Antonio 2013; Phoenix, AZ 2014; Savannah, GA 2015; Memphis TN. 2016, Charleston SC 2018; Scottsdale AZ 2019. – Many topics including, Top Ways to Persuade Your Arbitrator; due process issues; discipline discharge issues, contract interpretation and past practice; Settle or Arbitrate? How the arbitrator rules – Advanced arb.
  - Top Ways to Persuade an Arbitrator, Procedural Objections & Issues in Arbitration.
  - MPELRA conference 2006, 2010 2011 2019 interest cases & cutting-edge issues of discipline & discharge, Top Ways to Persuade an Arbitrator – Advocacy Techniques
  - Several online Webinars on labor relations topics through American Arbitration Association, AAA, and National Public Employer Labor Relations Ass’n., NPELRA
- “Understanding Minnesota's Veterans Preference Act,” Minnesota Trial Lawyer, October 1987
- “Revisiting Minnesota's Veteran's Preference Act,” Minnesota Peace & Police Officer’s Journal, MPPOA Journal, December 1993.

## **EDUCATION:**

J.D. University of Minnesota 1980. B.A. University of Minnesota 1977.

**PER DIEM FEE FOR ARBITRATION AND FACT-FINDING CASES:** \$1,500.00 per day of travel, hearing, study and drafting time plus applicable expenses.

**PER DIEM FEE FOR MEDIATION:** \$400.00 per hour for review of materials and for the mediation session plus applicable expenses.

**DOCKETING FEE:** None

**TRAVEL EXPENSE POLICY:** Expenses are billed as incurred. In cases involving out of town travel, any expenses due to the postponement or cancellation of the hearing will be invoiced even where the matter is postponed or cancelled more than 21 days from the scheduled hearing.

**HEARING PROCEDURES:** Available for in person or virtual hearings.

**CANCELLATION FEE** One day (\$1,500.00) cancellation fee plus applicable expenses if the matter is canceled, rescheduled or continued within 21 days of the scheduled hearing date. In cases involving out of town travel, any expenses due to the postponement or cancellation of the hearing will be invoiced even where the matter is postponed or cancelled more than 21 days from the scheduled hearing. Travel expenses will be charged from Minneapolis, MN unless otherwise agreed.

**PUBLISHED DECISIONS AND REFERENCES AVAILABLE UPON REQUEST**